



Charles County Public Schools

It's All About Teaching and Learning

Special Education Teacher - ACHIEVE

Terms of Employment: 10-months

Exemption Status: Exempt

Salary: \$49,258 - \$92,673 U1 Salary Scale

EDUCATION, WORK EXPERIENCE AND QUALIFICATIONS

- Bachelor's degree and meets certification requirements as established by the Maryland Department of Education.
- Minimum five years successful teaching experience with students with disabilities, preferred
- Knowledge of laws, regulations and legal issues regarding special education and secondary transition.
- Knowledge of subject matter and appropriate instructional methodologies (e.g. discrete trial, ABA, prompting hierarchies and fading, task analyses, etc.)
- Experience in developing and implementing plans for students transitioning from school to adult life.
- Evidence of exemplary human relation skills.
- Evidence of exemplary organizational and planning skills.
- Evidence of ability to work effectively with students, parents, employers, community and staff.
- Ability to accept and implement instructional feedback from supervising staff

ESSENTIAL JOB FUNCTIONS

- Develop and implement instructional programming to support individuals with intellectual disabilities in kindergarten through age 21.
- Develop and implement high quality IEPs and transition plans based on individual assessment data.
- Utilize a variety of standardized and informal assessment tools (observations, classroom based assessments, benchmarks, task analyses, and formal standardized measures) to identify individual student strengths and needs.
- Design, revise, and maintain individualized student programs and schedules consisting of activities developed from student IEP goals/objectives
- Plan and provide instruction in the areas of functional academic, communication, daily living, community living, social, and vocational skills, utilizing teaching methods, materials, and adaptations appropriate to meet individual student IEP goals/objectives.
- Plan and provide instruction utilizing modified grade level standards and curriculum materials.
- Create and implement instructional materials, data collection systems, and visual/environmental supports.
- Collect and analyze data regularly on all instructional activities across school and community settings.
- Make data-driven modifications to instructional programming and student supports as needed to maximize student progress.
- Utilize a variety of evidence-based instructional practices (chaining, modeling, discrete trial, structured work systems, etc.)
- Utilize a variety of behavioral supports/strategies (positive reinforcement, functional communication training, token economies, behavior charts, etc.)
- Implement and collect data to support Behavior Intervention Plans (BIPs).
- Attend and implement annual crisis prevention and response training.

- Care for physical needs of students (including feeding, toileting, changing, and hygiene).
- Utilize assistive technology and augmentative communication supports to effectively meet student needs.
- Plan and supervise instructional activities provided by support staff.
- Communicate effectively with students, parents, staff, and community.
- Provide an organized, structured, and safe classroom environment for all students.
- Follow required procedures to include Special Education legal procedures and guidelines as outlined in IDEA and COMAR.
- Follow required policies, procedures, and practices as outlined by Charles County Board of Education and the Charles County Department of Instruction and Special Education.
- Monitor appropriate use and care of equipment, materials, and facilities.
- Maintain regular, on-time attendance.
- Serve on special committees.
- Other duties as prescribed by Maryland State Law, Board of Education policy, Negotiated Agreement, and Building Principal.

ENVIRONMENTAL FACTORS & PHYSICAL REQUIREMENTS

The environmental factors and/or physical requirements of this position include the following: While performing the duties of this job, the employee is required to have ordinary ambulatory skills sufficient to visit other locations; and the ability to stand, walk, stoop, kneel, crouch, and manipulate (lift, carry, move) light to medium weights of 10-50 pounds. Requires good hand-eye coordination, arm, hand and finger dexterity, including ability to grasp, and visual acuity to use a keyboard. The employee frequently is required to sit, reach with hands and arms, talk and hear.

Charles County Public Schools reserves the right to re-advertise and modify the content of vacancy announcements at any time; however, this may be the only notice for this position during the noted advertisement period.

The Charles County public school system does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age or disability in its programs, activities or employment practices. For inquiries, please contact Kathy Kiessler, Title IX/ADA/Section 504 Coordinator (students) or Nikial M. Majors, Title IX/ADA/Section 504 coordinator (employees/ adults), at Charles County Public Schools, Jesse L. Starkey Administration Building, P.O. Box 2770, La Plata, MD 20646; 301-932-6610/301-870-3814. For special accommodations call 301-934-7230 or TDD 1-800-735-2258 two weeks prior to the event.

CCPS provides nondiscriminatory equal access to school facilities in accordance with its Use of Facilities rules to designated youth groups (including, but not limited to, the Boy Scouts).